



BEN HUDNALL MEMORIAL TRUST

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Registration Deadline: Please register **at least** 1 week prior to the beginning of each series.



Degrees & Certifications



'It Worked for Me': Erica Garcia

SCAL RN Shows How Ambition Can Take You Far

Current Position: Registered Nurse, BSN, CCRN, San Diego Medical Center, San Diego

Her Goal: To complete her Master's Degree in Nursing

How BHMT Helped: BHMT helped through the use of the Stipend Program

Working as a Registered Nurse, Erica Garcia found the [Tuition Reimbursement](#) benefit through KP to be very helpful with her academic journey. With access to \$3,000 a year, it helped to alleviate the financial burden that many nurses face today. After hearing about the [Ben Hudnall Memorial Trust](#), Erica decided to also [take advantage of the Stipend Program](#), which allowed her to take time off from work to go to school and/or study. While in the program, she was able to arrange her schedule with her manager and did not have any trouble making it work. Now in a Clinical Nurse

Specialist Program, she is on her way to obtaining her master's degree with less than 1-year left to complete.

With so many academic achievements underneath her belt, Erica is planning to also take advantage of the [computer courses BHMT offers through New Horizons Computer Learning Center](#) to keep her IT skills sharp.

"It's crazy how much is available from BHMT," she says.

Being a proponent of life-long learning, she makes sure to spread the word about the Trust especially with her

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Erica's next goal is to complete her Master's in Nursing. She also wishes to use the tools and knowledge she has gained through school within her current role. "I want to make a difference in Patient Care and continue to move the nursing profession forward," she says, "I am very excited to see my growth."

Congratulations, Erica!



Introducing Bonnie McCreary, BHMT's Newest Career Counselor

Bonnie L. McCreary, MS, CLTMC, [NCAL BHMT Career Counselor](#), has over 15 years of experience as a career, leadership, and talent management coach and recruitment consultant. Her experience encompasses working in corporate, non-profit, and government agencies. Bonnie also brings over a decade of experience as a Sr. Recruitment Consultant for Kaiser Permanent's Northern California Region where she led staffing and workforce initiatives for both nursing, non-nursing patient care, ambulatory care, and operations. She brings complementary credentials as a Certified Leadership and Talent Management Coach along with a Bachelor's Degree in Psychology, a Master's in Leadership Development, and she is currently pursuing a Post-Graduate Degree in Industrial & Organizational Psychology.

3 Tips for Career Development

Why is career development critical to your success?

Research finds that people who develop and implement strategies to pursue career-specific goals achieve greater success as measured by salary, promotions, and level of responsibility. A successful career plan helps people utilize their core strengths and discover their true calling. It can also help you manage the direction you want your career to go in, the skills and knowledge you will need, and how you can get them.



A **career development plan** will help you discover a career you are passionate about and help you create a strategy that will prepare you for a successful future. Here are 3 ways to **prepare for your career development**:

- **Create a Career Plan:** The first step to mapping your future success is determining the end destination. Plan to review your career goals annually to determine if you still desire the ultimate objective in your plan. Don't be afraid to aim high. Remember, you can change your goal or career path at any time you choose.
- **List Small Goals:** Setting goals gives you long-term vision and short-term motivation. It also focuses your acquisition of knowledge and helps you to organize your time and resources.

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- **Pursue Training and Education:** Research your career goals and determine the education and training needed for your ideal position. List the courses, training programs or degree requirements you must complete in order to obtain your career objectives.

Career planning is a way of making the best use of your current situation and foreseeable opportunities. Given that unpredictable events and changes can occur over time, view your plan as a guide and allow space for adjustments and changes to your approach. It takes time and energy, but it pays off in huge dividends, happiness, and a bright future.



If you would like to begin the process of developing your career, [please contact your BHMT Career Counselor](#). Presented by Robin Kelly, BHMT Career Counselor, MAS

Promote Yourself: Update Your Talent Profile

What's a talent profile? It's where you can share your job skills, accomplishments, and basics such as your preferred name and contact information with [KP managers on MyHR](#) and [recruiters](#).

"Checking this information on your smartphone or computer at least once a year—and updating it whenever you have changes—is a smart move," says SCAL BHMT Career Counselor Michele DeRosa, "It's up to all of us to manage our own careers, and having an up-to-date profile is a part of that. It's a way to demonstrate your interest and set yourself apart."



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Need Career Direction? Contact Your BHMT Career Counselor

Are you aware of your free and confidential career counseling benefit? Your regional career counselors are available to help you with career goal setting, education planning, and job search assistance. No matter where you are at KP, it's useful to explore your professional development.

Contact Your NCAL region Career Counselor:

BONNIE MCCREARY: Bonnie.L.McCreary@kp.org, (510) 821-2908

Established in January 2007, the Ben Hudnall Memorial Education and Training Trust provides career counseling services and resources to education and training programs across Kaiser Permanente Regions.

[Office of the Ben Hudnall Memorial Trust](#)

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